



DEPARTMENTS OF THE ARMY AND THE AIR FORCE
NATIONAL GUARD BUREAU
111 SOUTH GEORGE MASON DRIVE
ARLINGTON, VIRGINIA 22204-1382

NGB-ARM

26 May 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2006, 26 May 2006 – 31 December 2006 (Policy Number 06-06)

1. References.

- a. National Defense Authorization Act (NDAA) for FY 2006, 6 January 2006.
- b. Department of Defense (DoD), 1312.1-I DoD Occupational Conversion Index, 31 March 2001
- c. Department of Defense Instructions (DoDI) 1205.21, "Reserve Component Incentive Programs Procedures", 20 September 1999.
- d. Secretary of Defense Memorandum, "Enhancements to the Reserve Component Incentive Programs", 14 April 2006.
- e. Department of the Army (DA) Pamphlet (Pam), 611-21, Military Occupational Classification and Structure, with changes 611-22 through 25, dated 30 December 1999.
- f. Army Regulation, 135-7, Incentive Programs, 15 April 1996.
- g. Army National Guard Regulation, 600-7, Incentives Programs, 27 February 2002.
- h. Army National Guard Regulation, 600-200, Enlisted Personnel Management, 1 March 1997.
- i. ARNG G-1 Policy, subject: Army National Guard (ARNG) Fiscal Year (FY) 2006 Military Occupational Specialty (MOS) Conversion Bonus Implementation Policy, dated 23 February 2006.
- j. National Guard Bureau (NGB-ARH) Policy 05-061, Subject: Revised Overstrength Policy, 11 August 2005.

2. General. **This Policy (06-06) supersedes all previous SRIP policies for FY 2006.** This memorandum establishes policy to administer ARNG incentives for the period effective 26 May 2006 through 31 December 2006 unless otherwise superseded or suspended. Commanders at all levels are required to ensure that this policy is managed effectively in order to preclude any occurrence of fraud, abuse, or mismanagement.

3. Applicability. This policy guidance applies to ARNG Soldiers in M-Day status only. Incentives available to Military Technicians (Mil Techs) or ARNG Soldiers serving in an Active Guard Reserve (AGR) status are not covered in this policy. Refer to the ARNG Mil Tech Reenlistment Incentive Policy dated 28 November 2005 or the ARNG Location SRB Policy dated 31 January 2006 respectively for information pertaining to these incentives for FY 06.

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4. Purpose. The purpose of the ARNG Incentive Program is to assist ARNG leadership and personnel managers in meeting the readiness requirements for the ARNG. It is imperative that each State utilize the resources available within the ARNG Incentive Program in order to target personnel strength and readiness issues. Critical shortages identified through Unit Status Reports (USR) must be used in order to focus the incentive program on the State's prioritized shortages.
5. Termination and Recoupment: If entitlement to an incentive is terminated for any reason before the fulfillment of the service described in the member's written agreement, that member shall not be eligible to receive any further incentive payments, except for payments for service performed before the termination date. Unless granted relief the member must refund a prorated amount to the Government, if such termination is for any of the following reasons:
 - a. Fails to participate satisfactorily in required training during the entire period of service agreed to, in accordance with the written agreement, unless the failure to participate satisfactorily was due to reasons beyond the control of the member (i.e., death, injury, illness, or other impairment).
 - b. Separates from the ARNG for any reason (including enlistment or voluntary order to active duty in the active forces). Find exceptions to recoupment in paragraph 6, below.
 - c. Moves to a non-bonus skill or unit, unless the move is required by the ARNG.
 - d. Fails to extend the contracted term of service for a period of authorized non-availability.
 - e. Soldiers' incentives terminate with recoupment upon entry into the Simultaneous Membership Program (SMP) or Reserve Officer Training Corp (ROTC) Advanced Course, effective on the date of order to the course. Termination is effective on the college class start date for any Soldier who is awarded an ROTC scholarship.
6. Exceptions to Recoupment: Recoupment is not required in the following circumstances when an incentive is terminated:
 - a. In the event of death, injury, illness, or other impairment not the result of the member's own misconduct.
 - b. Accepts an appointment or an immediate appointment as an officer or warrant officer in the ARNG having served more than one year of the incentive contract term. Note: participation in an ARNG approved Officer Candidate School (OCS) or Warrant Officer Candidate School (WOCS) Program is not cause for termination with recoupment.
 - c. If accepting an Active Guard and Reserve (AGR) position or a Military Technician (Mil Tech) position where membership in the ARNG is a condition of employment, and member has served at least six-months of the incentive contract following receipt of the initial incentive payment.
 - d. If involuntarily separated from the ARNG as a result of unit inactivation, relocation, reorganization, a DoD-directed reduction in the Selected Reserve force or an involuntary call-up or mobilization.
 - e. If authorized a period of non-availability, provided the member extends the original period of commitment in the Reserve to serve the full contract period.

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7. Eligibility.

a. The ARNG requires pen and ink changes to all existing bonus and SLRP addenda as necessary, in order to reflect the correct contractual obligation and incentives authorized under this policy.

b. Non-Prior Service (NPS) Enlistment Bonus (NPSEB): The ARNG offers a NPSEB to NPS enlistees who contract into the ARNG of the Selective Reserves for a minimum contractual obligation of three years. Additionally, applicants must enlist into a valid, vacant position or against a projected vacancy within 101% - 125% of the unit's authorized war time strength. NPS applicants who are in or enter into an excess status above the authorized 125% are not authorized an incentive. Glossary NPS applicants are not eligible to receive this incentive. This guidance is applicable to NPS enlistees who meet the following eligibility requirements:

(1) The ARNG offers a \$20,000 NPS Critical Skill Bonus to applicants who enlist for the 6X2 or the 8X0 enlistment option and select one of the "Top Ten" NGB approved critical skill MOS's (enclosed). Applicants must not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicants must qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher).

(2) The ARNG offers a \$20,000 NPS Critical Skill MOS Bonus to applicants who enlist for the 6X2 or the 8X0 enlistment option and select one of 20 NGB approved State critical skill MOS's (enclosed). Applicants must not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicants must qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher).

(3) The ARNG offers a \$15,000 NPS Bonus to applicants who enlist for the 3X5, 6X2, or the 8X0 enlistment option and agree to serve in a Modified Table of Organization and Equipment (MTO&E) unit, regardless of MOS. Applicants may not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicants must qualify as a Category I-IIIB enlistment (Armed Forces Qualification Test (AFQT) of 31 or higher).

(4) The ARNG offers a \$5,000 NPS "Quick Ship" Bonus to applicants who enlist for the 3X5, 6X2, or the 8X0 enlistment option, regardless of MOS. Applicants must agree to "Quick Ship" to training within 45 days of enlistment, or agree to adjust their ship date as necessary in order to assist with the management of available training seats. Applicants may not enlist for the purpose of qualifying for employment in a Mil Tech or AGR position. Applicants must qualify as a Category I-IIIB enlistment (AFQT of 31 or higher). This incentive may not be combined with the NGB "Top Ten" Critical Skill MOS Bonus.

(5) Applicants choosing the 6X2 or the 8X0 enlistment option become eligible to receive the Montgomery GI Bill, Chapter 1606, as well as the ARNG Kicker upon completion of Initial Active Duty for Training (IADT) provided they meet all eligibility requirements set forth in existing MGIB and MGIB Kicker policies for FY 06.

(6) Applicants choosing the 3X5, 6X2 or the 8X0 enlistment option may be eligible to receive the Student Loan Repayment Program (SLRP) in addition to their enlistment bonus. Applicants must meet all eligibility requirements under Section 7k of this policy.

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SEC. 631. NDAA 06. CONSOLIDATION AND MODIFICATION OF BONUSES FOR AFFILIATION OR ENLISTMENT IN THE SELECTED RESERVE. 37 USC Sec. 308c,

ACCESSION BONUS AUTHORIZED.—*The Secretary concerned may pay an accession bonus to a person who:*

- (1) has not previously served in the armed forces; and*
- (2) executes a written agreement to serve as an enlisted member in the Selected Reserve of the Ready Reserve of an armed force for a period of not less than three years upon acceptance of the agreement by the Secretary concerned.*

DESIGNATION OF SKILLS, UNITS, AND PAY GRADES.—*The Secretary concerned shall designate the skills, units, and pay grades for which an affiliation bonus may be paid under subsection (a). Any skill, unit, or pay grade so designated shall be a skill, unit, or pay grade for which there is a critical need for personnel in the Selected Reserve of the Ready Reserve of an armed force, as determined by the Secretary concerned.*

LIMITATION ON AMOUNT OF BONUS.—*The amount of a bonus under subsection (a) or (c) may not exceed \$20,000.*

c. NPSEB Payment Schedule: The total amount of any NPS enlistment incentive is limited to \$20,000 by law. Therefore, any combination of incentives may not exceed \$20,000. The total bonus amount awarded will be reduced by an amount proportionate to service not performed by Soldiers who fail to ship to training in the specified period or who elect to change their MOS prior to training.

- (1) Any deduction is permanent and the deducted amount can not be reinstated or restored.
- (2) The ARNG will code bonus eligible Soldiers in the Enlistment/Re-enlistment Bonus Reserve Entitlement (ENLSTMT-REENL-BONUS-ENTL) (1A) field as "A" (Enlisted Cash Bonus).
- (3) The ARNG will process the initial payment of 50% upon successful completion of IADT.
- (4) The ARNG will process the second and final payment of 50% on the third-year anniversary of the date of enlistment.

PAYMENT METHOD.—*Upon acceptance of a written agreement by the Secretary concerned, the total amount of the bonus payable under the agreement becomes fixed. The agreement shall specify whether the bonus shall be paid by the Secretary concerned in a lump sum or in installments.*

d. Civilian Acquired Skill Program (CASP) Enlistment Bonus.

- (1) The ARNG will offer the CASP Bonus in the amount of \$10,000 to applicants who enlist for the 6X2 or the 8X0 enlistment option. Applicants must enlist into a valid, vacant position, or against a projected vacancy within 101% - 125% of the unit's authorized war time strength. Glossary NPS Applicants are not authorized this incentive. Applicants must meet enlistment eligibility requirements outlined in NGR 600-7, chapter 6.

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(2) Prior Service Applicants enlisting under the CASP Program may receive the maximum CASP bonus of \$10,000.

(3) The CASP payment schedule is the same as the NPSEB payment schedule.

(4) See NGR 600-200, Chapter 3 for information pertaining to CASP MOS's.

e. Prior Service (PS) Enlistment Bonus (PSEB): The ARNG offers a PSEB to PS Soldiers who meet the following eligibility requirements:

(1) Enlist for either three or six years.

(2) MOSQ for the position for which enlisting or enlist into a NGB "Top Ten" or State Critical Skill MOS (See Enclosure 1) and complete MOS training within 24 months of the date of enlistment.

(3) Enlist into a valid, vacant position, or against a projected vacancy within 101% - 125% of the unit's authorized war time strength.

(4) Have not more than 16-years of total military service.

(5) Have received an honorable discharge upon completion of prior military service.

(6) Not enlisting for the purpose of qualifying for employment in a Mil Tech or AGR Position.

(7) **Soldiers who have previously received a Selected Reserve Enlistment, Re-enlistment or Affiliation Bonus may now receive the PSEB.**

(8) **Soldiers with remaining Military Service Obligation (MSO) may be authorized to receive the PSEB.**

SEC. 633. NDAA 06. ELIGIBILITY REQUIREMENTS FOR PRIOR SERVICE ENLISTMENT BONUS. 37 USC Sec. Sec 308i.

The person has not more than 16 years of total military service and received an honorable discharge at the conclusion of all prior periods of service. The person was not released, or is not being released, from active service for the purpose of enlistment in a reserve component. The person is projected to occupy, or is occupying, a position as a member of the Selected Reserve in a specialty in which the person –

(i) Successfully served while a member on active duty and attained a level of qualification while on active duty commensurate with the grade and years of service of the member; or

(ii) Has completed training or retraining in the specialty skill that is designated as critically short and attained a level of qualification in the specialty skill that is commensurate with the grade and years of service of the member.

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f. PSEB Payment Schedule:

(1) The ARNG offers a \$15,000 PSEB for a six-year enlistment. The initial payment of 50% (\$7,500) will be processed upon enlistment into the ARNG or if applicable, upon completion of MOS training. The ARNG will process the second and final payment of 50% (\$7,500) on the third-year anniversary of enlistment.

(2) The ARNG offers a \$7,500 PSEB for a three-year enlistment. The initial payment of 50% (\$3,750) will be processed upon enlistment into the ARNG or if applicable, upon completion of MOS training. The ARNG will process the second and final payment of 50% (\$3,750) on the third-year anniversary of enlistment.

(3) Upon conclusion of the first three-year enlistment, Soldiers electing to extend for an additional three-years may receive an extension bonus in the amount of \$6,000.

Bonus Amounts; Payment. - The amount of a bonus under this section may not exceed - \$15,000, in the case of a person who enlists for a period of six years; \$7,500, in the case of a person who, having never received a bonus under this section, enlists for a period of three years; and \$6,000, in the case of a person who, having received a bonus under this section for a previous three-year enlistment, reenlists or extends the enlistment for an additional period of three years.

Any bonus payable under this section shall be disbursed in one initial payment of an amount not to exceed one-half of the total amount of the bonus and subsequent periodic partial payments of the balance of the bonus. The Secretary concerned shall prescribe the amount of each partial payment and the schedule for making the partial payments.

g. Re-enlistment/Extension Bonus (REB): The ARNG offers a REB to Soldiers who meet the following eligibility requirements:

- (1) Extend for three or six years.
- (2) MOSQ for the position for which extending.
- (3) Extend in a valid, vacant position, or against a projected vacancy within 101% - 125% of the unit's authorized war time strength.
- (4) Have not more than 20-years time in service (TIS) at current Expiration Term of Service (ETS).
- (5) Current law prohibits bonus payment amounts from including any portion of a reenlistment or extension that when added to a member's total years of service exceeds 24-years TIS; therefore, Soldiers with more than 18 years TIS as of their current ETS may extend for three or six-years and receive a pro-rated payment up to 24-years. Any portion of additionally obligated service beyond 24-years will not be included in the calculation or payment of the bonus

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SEC. 630. NDAA 06. REENLISTMENT BONUS FOR MEMBERS OF THE SELECTED RESERVE. Special pay: reenlistment bonus for members of the Selected Reserve. Title 37 USC. Sec. 308b.

Authority and Eligibility Requirements. - The Secretary concerned may pay a bonus under subsection (b) to an enlisted member of a reserve component who -

- (1) has completed not more than 20 years of total military service; and*
- (2) reenlists or voluntarily extends his enlistment for a period of three years or for a period of six years in a designated military skill, or in a designated unit, as determined by the Secretary concerned, in the Selected Reserve of the Ready Reserve of an armed force.*

SEC. 630. NDAA 06. REENLISTMENT BONUS FOR MEMBERS OF THE SELECTED RESERVE. Title 37 USC. Sec. 308b.

Any portion of a term of reenlistment or extension of enlistment of a member that, when added to the total years of service of the member at the time of discharge or release, exceeds 24 years may not be used in computing the total bonus amount under paragraph (1).

h. REB Options and Payment Schedule:

(1) The ARNG offers a \$15,000 REB to Soldiers who re-enlist or extend for six-years. Soldiers will receive their REB in a lump-sum payment, which is payable upon the effective date of the new contract (day after current contractual ETS).

(2) The ARNG offers a \$7,500 REB to Soldiers who re-enlist or extend for their first three-year term of enlistment. Soldiers will receive their REB in a lump-sum payment, which is payable upon the effective date of the new contract (day after current contractual ETS).

(3) The ARNG offers a \$6,000 REB to Soldiers who re-enlist or extend for a subsequent three-year term of enlistment. Soldiers will receive their REB payment in a lump-sum payment, which is payable upon the effective date of the new contract (day after current contractual ETS).

Title 37 USC. Sec. 308b. Bonus Amounts; Payment. - *The amount of a bonus under this section may not exceed -*

\$15,000, in the case of a member who reenlists or extends an enlistment for a period of six years;

\$7,500, in the case of a member who, having never received a bonus under this section, reenlists or extends an enlistment for a period of three years; and

\$6,000, in the case of a member who, having received a bonus under this section for a previous three-year reenlistment or extension of an enlistment, reenlists or extends the enlistment for an additional period of three years.

i. Affiliation Bonus (AB): The ARNG offers a three-year and six-year AB option to PS Soldiers who agree to serve in the ARNG. Soldiers must meet the following eligibility requirements:

(1) Have fewer than 20-years of total military service at their current Expiration Term of Service (ETS) or Release from Active Duty Date (REFRAD).

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- (2) Affiliate in the ARNG in an active drilling status for a minimum of three-years.
- (3) MOSQ at the time of enlistment and not be more than one grade below the required grade specified for the vacancy for which they are affiliating.
- (4) Soldiers affiliating from another service must be awarded the enlistment MOS as their PMOS at the time of affiliation using the DoD Occupational Conversion Index and ARNG policies/procedures set forth in NGR 600-200, Chapter 5.
- (5) Affiliate in a valid, vacant position or against a projected vacancy within 101% - 125% of the unit's authorized war time strength.
- (6) Complete NGB Form 600-7-4-R-E as Annex B of DD Form 4 for enlistment with an AB and have this form processed by their Recruiting and Retention NCO. Soldiers affiliating through the Reserve Component Career Counselor (RCCC) at the Transition Point from Active Duty (In Service Recruits) will complete the "Enlisted Affiliation Bonus Addendum" dated 1 February 2006.
- (7) Soldiers must separate from an Active Component with a Re-Entry (RE) Code of 1, 2, or 3 and have one of the Separation Program Designators (SPD) Codes listed below:

KBK, KCA, KCB, KCC, KCF, KDM, MBK, MCA, MCB, MCC, MCF, MDM, JCC, LCC

SEC. 631. NDAA 06. CONSOLIDATION AND MODIFICATION OF BONUSES FOR AFFILIATION OR ENLISTMENT IN THE SELECTED RESERVE.

Title 37 USC. Sec 308c. Special pay: bonus for affiliation or enlistment in the Selected Reserve

AFFILIATION BONUS AUTHORIZED.—The Secretary concerned may pay an affiliation bonus to an enlisted member of an armed force who—

- (1) has completed fewer than 20 years of military service; and
- (2) executes a written agreement to serve in the Selected Reserve of the Ready Reserve of an armed force for a period of not less than three years in a skill, unit, or pay grade designated under subsection (b) after being discharged or released from active duty under honorable conditions.

DESIGNATION OF SKILLS, UNITS, AND PAY GRADES.—The Secretary concerned shall designate the skills, units, and pay grades for which an affiliation bonus may be paid under subsection (a). Any skill, unit, or pay grade so designated shall be a skill, unit, or pay grade for which there is a critical need for personnel in the Selected Reserve of the Ready Reserve of an armed force, as determined by the Secretary concerned. The Secretary concerned shall establish other requirements to ensure that members accepted for affiliation meet required performance and discipline standards.

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j. Affiliation Bonus Amounts and Payment Schedule:

LIMITATION ON AMOUNT OF BONUS.—The amount of a bonus may not exceed \$20,000.

(1) The ARNG offers a \$20,000 AB for a six-year affiliation. The ARNG will process an initial payment of 50% (\$10,000) upon affiliation into the ARNG. The ARNG will process the second and final payment of 50% (\$10,000) on the third-year anniversary of affiliation.

(2) The ARNG offers a \$10,000 AB for a three-year affiliation. The initial 50% payment of \$5,000 will be processed upon affiliation into the ARNG, with the second and final 50% payment of \$5,000 processed for payment on the third-year anniversary of affiliation.

k. Student Loan Repayment Program (SLRP) for NPS Enlistees: The ARNG offers the SLRP as an enlistment incentive for all NPS enlistees in addition to their NPSEB. The total amount of SLRP will not exceed \$20,000 with a maximum payment of 15% or \$500, which ever is greater (\$3,000 cap per Soldier per year). Payment is based upon the original principle and does not include interest. Entitlement covers the initial contract period only. Glossary NPS applicants are not authorized this incentive. NPS enlistees must meet the following eligibility requirements to receive the SLRP:

(1) Qualify as a Category I-III A enlistment (AFQT 50 or higher).

(2) Enlist for the 3X5, 6X2 or the 8X0 option.

(3) Have one or more existing, qualifying loans at the time of enlistment based on the date the loan was incurred and disbursed by the lending institution. Loans incurred after the date of enlistment are not eligible for SLRP payment and will not be included.

(4) Enlist in a valid, vacant position, or against a projected vacancy within 101% - 125% of the unit's authorized wartime strength.

(5) Soldiers receiving SLRP will remain eligible while attending Officer Candidate School or Warrant Officer Candidate School. Soldiers will also remain eligible upon commissioning or appointment, subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.

l. SLRP for PS Enlistees and as an Extension Incentive: PS Applicants and current ARNG Soldiers with existing loans may enlist or extend at any time for a term of service of not less than three-years in order to establish SLRP eligibility.

(1) SLRP may be offered regardless of the number of years a Soldier has at the time he or she meets the following eligibility requirements:

a. MOSQ for the position for which enlisting or extending.

b. Enlist or extend in a valid, vacant position or against a projected vacancy within 101% - 125% of the unit's authorized war time strength regardless of receipt of a re-enlistment bonus.

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c. Have not previously received the SLRP as an enlistment, re-enlistment or extension option in the Selected Reserve.

(2) The amount of SLRP will not exceed \$20,000 with a maximum payment of 15% or \$500 which ever is greater (\$3,000 cap per Soldier per year). Payment is based upon original principle and does not include interest.

(3) A Soldier re-enlisting or extending per NGR 600-200, Chapter 7 will not be authorized payment on loans established after the effective date of the contract. Loans incurred or disbursed after the date of re-enlistment or extension are not eligible for SLRP repayment.

(4) Soldiers receiving SLRP will remain eligible while attending Officer Candidate School or Warrant Officer Candidate School. Soldiers will also remain eligible upon commissioning or appointment, subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.

m. United States Army Reserve (USAR) SLRP recipients enlisting into the ARNG voluntarily or as a result of their unit's inactivation/reorganization will remain eligible to receive the incentives for which they contracted. Enlistment in the ARNG does not establish an additional SLRP entitlement.

(1) Soldiers must meet all of the following requirements:

a. MOSQ for the duty position for which enlisting.

b. Enlist into a valid, vacant position, and hold as primary the MOS required.

(2) The total amount of payments may not exceed \$20,000, which includes all payments made by the USAR and any subsequent payments made by the ARNG.

(3) Soldiers receiving SLRP will remain eligible while attending Officer Candidate School or Warrant Officer Candidate School. Soldiers will also remain eligible upon commissioning or appointment, subject to the original restriction that their SLRP entitlement will be paid within the same time period established in their original enlistment documents. A new SLRP entitlement is not established when a Soldier accepts a commission or appointment.

n. MOS Conversion Bonus (MOSCB): The ARNG offers a MOSCB of \$2,000 to eligible Soldiers directed by the Chief, National Guard Bureau or the Deputy Chief of Staff, G1, as appropriate to voluntarily or involuntarily (due to unit reorganization, inactivation or the needs of the ARNG) reclassify into a targeted shortage MOS and meet the following eligibility requirements:

(1) Hold the rank of SSG and have less than 10-years TIS at the time of application.

(2) Hold the rank of SGT or below regardless of TIS.

(3) Agree to retrain into a designated MOS that is less than 90% filled and within the same skill level at the time of conversion.

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(4) Sign a written agreement to serve for a period of three-years effective upon completion of MOSQ retraining **within any unit** where the targeted shortages exist.

(5) Qualified for training and attendance at a service school per DA Pam 611-21, AR 135-200, and DA Pam 351-4, and meet all special requirements for the requested MOS reclassification.

(6) Soldiers receiving the NPSEB must first complete their existing contractual obligation in order to become eligible to receive the MOSCB.

37 USC Sec. 326, NDAA 06

**TITLE 37 - PAY AND ALLOWANCES OF THE UNIFORMED SERVICES
CHAPTER 5 - SPECIAL AND INCENTIVE PAYS**

Sec. 326. Incentive bonus: conversion to military occupational specialty to ease personnel shortage

(a) Incentive Bonus Authorized. - The Secretary concerned may pay a bonus under this section to an eligible member of a regular or reserve component of the armed forces who executes a written agreement to convert to, and serve for a period of not less than three years in, a military occupational specialty for which there is a shortage of trained and qualified personnel.

(b) Eligible Members. - A member is eligible to enter into an agreement under subsection (a) if, at the time the agreement is executed, the member is serving in-

(1) pay grade E-6, with not more than 10 years of service computed under section 205 of this title; or

(2) pay grade E-5 or below, regardless of years of service.

o. MOSCB Payment Schedule:

(1) The ARNG MOSCB will be paid \$2,000 in a lump sum upon successful completion of MOS retraining.

(2) Soldiers remain eligible to receive their existing ARNG SRIP incentives (except for the NPSEB IAW n(6) above) in conjunction with the MOSCB.

(3) For additional guidance on the management of the MOSCB, refer to the ARNG G-1 MOSCB Implementation Policy dated 23 February 2006.

Sec. 326. Incentive bonus: conversion to military occupational specialty to ease personnel shortage Amount and Payment of Bonus. –

(1) A bonus under this section may not exceed \$4,000, in the case of a member of a regular component of the armed forces, and \$2,000, in the case of a member of a reserve component of the armed forces.

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(2) A bonus payable under this section shall be disbursed in one lump sum when the member's conversion to the military occupational specialty is approved by the chief personnel officer of the regular or reserve component of the member's armed force.

(d) Relationship to Other Pay and Allowances. - A bonus paid to a member under this section is in addition to any other pay and allowances to which the member is entitled.

p. Officer Accession Bonus: The ARNG offers a \$10,000 Officer Accession Bonus to newly commissioned officers and newly appointed warrant officers who agree to serve in the ARNG and meet the following eligibility requirements:

(1) Agree to serve for a period of not less than six-years on active drilling status.

(2) Agree to serve in a critical skill Area of Concentration (AOC) as defined by the ARNG (Enclosure 2).

(3) Not accepting an appointment as an officer or warrant officer for the purpose of qualifying for employment in a Mil Tech or AGR position.

(4) Not receiving and will not receive the following benefits during the period of service for which contracted:

a. Chapter 1608, Title 10 USC (Health Professions Stipend Program).

b. Chapter 1609, Title 10 USC (Education Loan Repayment Program) (SLRP or HPLRP).

c. Chapter 1611, Title 10 USC (Other Educational Assistance Programs – USMC Platoon Leaders Class: College Tuition Assistance Program).

d. Chapter 2107, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members).

e. Chapter 2107a, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members Army Reserve and Army National Guard).

f. Title 37 USC, Section 302g (Special Pay: SR Health Care Professionals in Critically Short Wartime Specialties).

(5) Officers remain eligible to participate in the ARNG Federal Tuition Assistance Program.

q. Officer Accession Bonus Payment Schedule: The Officer Accession Bonus is payable lump-sum upon successful completion of Officer Basic Course (OBC) or Warrant Officer Basic Course (WOBC) within three-years from the date of commission or appointment.

SEC. 634. NDAA 06. INCREASE AND ENHANCEMENT OF AFFILIATION BONUS FOR OFFICERS OF THE SELECTED RESERVE. Title 37 USC. Sec 308j.

The amount of a bonus under this section may be any amount not in excess of \$10,000 that the Secretary concerned determines appropriate.

NGB-ARM

SUBJECT: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2006, 26 May 2006 – 31 December 2006 (Policy Number 06-06)

r. **Officer Affiliation Bonus:** The ARNG will offer a \$10,000 Officer Affiliation Bonus to officers and warrant officers who upon separation from Active Duty agree to serve in the ARNG and meet the following eligibility requirements:

- (1) Agree to serve for a period of not less than three-years on active drilling status.
- (2) Not accepting an appointment as an officer or warrant officer for the purpose of qualifying for employment in a Mil Tech or AGR position.
- (3) Not receiving or will not receive the following benefits during the period of service for which contracted:
 - a. Chapter 1608, Title 10 USC (Health Professions Stipend Program).
 - b. Chapter 1609, Title 10 USC (Education Loan Repayment Program) (SLRP or HPLRP).
 - c. Chapter 1611, Title 10 USC (Other Educational Assistance Programs – USMC Platoon Leaders Class: College Tuition Assistance Program).
 - d. Chapter 2107, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members).
 - e. Chapter 2107a, Title 10 USC (ROTC Financial Assistance Program for Specially Selected Members Army Reserve and Army National Guard)
 - f. Title 37 USC, Section 302g (Special Pay: SR Health Care Professionals in Critically Short Wartime Specialties).
- (4) Officers remain eligible to participate in the ARNG Federal Tuition Assistance Program.
- (5) Must agree to become AOC qualified within three-years from the date of affiliation, if affiliating into an AOC other than that which is currently held.
- (6) Agree to serve in a critical skill AOC as defined by the ARNG (Enclosure 2).
- (7) Currently serving on Active Duty for more than 30-days or is a member of a Reserve Component not on Active Duty (Individual Ready Reserve).
- (8) Have received an honorable discharge from previous military service.

s. **Officer Affiliation Bonus Payment Schedule:** The Officer Affiliation Bonus will be paid lump-sum upon affiliation or upon completion of training if applicable.

SEC. 634. NDAA 06. INCREASE AND ENHANCEMENT OF AFFILIATION BONUS FOR OFFICERS OF THE SELECTED RESERVE. Title 37 USC. Sec 308j.

The amount of a bonus under this section may be any amount not in excess of \$10,000 that the Secretary concerned determines appropriate.

NGB-ARM

SUBJECT: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2006, 26 May 2006 – 31 December 2006 (Policy Number 06-06)

t. Clarification for Deploying and Deployed Soldiers.

(1) All Soldiers volunteering under Title 10 Section 12301(d) or serving under Contingency Operations Temporary Tour Active Duty (COTTAD) orders in support of a named contingency operation where Partial Mobilization has been declared are subject to the provisions of this ARNG SRIP policy.

(2) Eligible Soldiers may extend and receive tax free incentives if deployed to a Combat Zone (CZ) or Qualified Hazardous Duty Area (QHDA) and are otherwise fully qualified. Tax free incentives are only applicable if the extension or re-enlistment is signed during the month the Soldier serves OCONUS in the CZ or QHDA for at least one day. (e.g. Soldier extends on 2 September in Baghdad, Iraq and redeploys to CONUS on 10 September).

(3) Stop Loss does not prevent a Soldier from extending within the 12-month window of his/her normal ETS.

(4) Non-deployable Soldiers may be transferred to another MTO&E unit or a derivative UIC for the duration of the mobilization and retain their bonus eligibility based upon the following requirements:

a. Soldier must be transferred back to their original unit within 180 days of the unit's return from deployment.

b. Soldier must be returned to the MOS for which the bonus was awarded and not be carried as excess.

(5) Soldiers volunteering for deployment with the ARNG remain eligible to receive incentives based upon the following requirements:

a. Soldiers must be transferred back to their original unit within 180 days of the unit's return from deployment.

b. Soldier must be returned to the MOS for which the bonus was awarded and not be carried as excess.

(6) Soldiers involuntarily mobilized and cross-leveled into a different MOS or unit for which they are not qualified, will remain bonus eligible while deployed and meet the following requirements:

a. Soldier must be transferred back to their original unit within 180 days of their Release from Active Duty (REFRAD).

b. Soldiers not coded as excess who volunteer to remain in a cross-leveled MOS for which they are not qualified, will have 36-months to become MOS qualified before their incentives are terminated with recoupment.

(7) Soldiers assigned to units inactivated or reorganized due to Global War on Terrorism (GWOT) requirements will retain their original bonus if they become MOSQ within 36-months of their unit's inactivation or reorganization.

NGB-ARM

SUBJECT: Army National Guard (ARNG) Selected Reserve Incentive Program (SRIP) Guidance for Fiscal Year (FY) 2006, 26 May 2006 – 31 December 2006 (Policy Number 06-06)

(8) Soldiers enlisting into positions vacated by a cross-leveled Soldier (for mobilization purposes) may receive a bonus. Upon return of the cross-leveled Soldier, the newly enlisted Soldier must be moved to a valid, vacant position within 12-months. Soldiers failing to become MOSQ, through no fault of their own, within 24-months may retain their original bonus for an additional 12-months.

8. The point of contact for this message is SFC Eric P. Emde, NGB-ARM, DSN 327-7738, or 703-607-7738 or eric.emde@ngb.army.mil.



ROBERT L. PORTER
Colonel, MS
Chief, Personnel Programs, Manpower
and Resources Division

2 Encls

1. State Bonus List
2. Officer AOC List

DISTRIBUTION:

Each State DCSPER/MILPO
Each State Incentive Manager
Each RRM

ARNG FY 06 MOS List (26 MAY 06 - 31 DEC 06)																											
NGB "Top Ten" Critical Skills: 11B, 88M, 31B, 21B, 13B, 92A, 63B, 91W, 92G, 92Y																											
STATE	DATE	MOS's																									
AK	5/24/06	15B	15D	15F	15G	15H	15N	15P	15T	25U	27D	35E	36F	44B	46G	46R	46Q	52D	74D	92F	96B						
AL	5/24/06	25Q	25F	74D	92F	21W	52D	21E	42L	25U	21U	25C	25L	62B	19D	63J	21J	11C	35E	45K	52C						
AR	5/24/06	15T	15P	15Q	21J	25U	96B	97E	98L	13D	13P	21E	62B	13F	25B	25S	11C	13M	52D	74D	92F						
AZ	5/24/06	15R	21G	92F	89B	11C	13E	15X	52D	52C	94F	94E	74D	94R	13C	25U	21E	62B	25L	15Q	21J						
CA	5/24/06	92F	13F	19D	74D	92R	25Q	13E	19K	15U	92W	25L	25F	63M	94R	15X	96R	21V	11C	21E	21J						
CO	5/24/06	13M	13P	96B	96H	97E	15P	15U	18D	18E	21E	21U	25B	25C	25L	25S	25U	35E	35F	35P	42L						
CT	5/24/06	11C	21C	21E	21J	25C	42A	62B	92F	15U	15G	15T	15F	15N	27D	42F	15P	15X	15Y	52D	94R						
DC	5/24/06	15B	15D	15F	15G	15H	15M	15N	15P	15T	15V	25U	35E	35F	44B	44E	52D	62B	63H	63J	63S						
DE	5/24/06	21E	21J	21K	21R	21T	21W	25B	25F	25L	25M	25P	25Q	25S	25U	35F	44B	52D	62B	74D	94E						
FL	5/24/06	11C	13M	14J	15Q	18E	25S	31C	35E	35N	44E	52C	52D	55B	55D	62B	62E	62G	63G	92F	97B						
GA	5/24/06	19D	25C	25U	21E	21R	62B	96B	97E	92F	74D	13D	96R	11C	44E	21W	21K	15H	62D	89D	21W						
GU	5/24/06	25S	25Q	94A	35F	21R	21K	98G	97E	74D	21J	11C	25U	45B	44B	92F	52D	92G	91W	21W	31U						
HI	5/24/06	19D	13F	11C	42A	15U	15T	74D	92F	89B	92W	13D	96B	96R	21R	21K	25B	96U	63J	21W	25U						
IA	5/24/06	13F	13D	11C	92F	92W	52D	94F	63J	98C	97E	96H	96U	94E	98G	25B	62B	33W	89B	21J	21E						
ID	5/24/06	19D	92F	15X	21E	96U	11C	21J	25Q	25U	92W	13F	74D	21M	13D	15T	89B	15P	52D	62B	94M						
IL	5/24/06	74D	92F	21E	13D	13E	63J	21J	62B	94F	92W	15G	94M	94L	94E	94R	15B	94A	33W	13F	25U						
IN	5/24/06	11C	13C	13E	13F	15B	15T	19D	21E	25C	25U	42A	42F	52D	63H	63J	63M	92F	96B	98C	98G						
KS	5/24/06	92F	52D	19K	63H	21W	62B	13D	13F	92W	63D	25U	35F	63J	21J	52C	11C	13P	35E	13M	35P						
KY	5/24/06	11B	13B	13F	13M	21B	21E	25U	31B	42A	63B	63D	74D	88M	91W	92A	92F	92Y	96B	96U	35P						
LA	5/24/06	21W	92F	15T	15Q	19D	11C	21E	62B	25S	98G	52D	13F	21J	21K	45K	52C	63J	97E	21C	96U						
MA	5/24/06	11C	13D	13R	15G	15H	15P	15Q	19D	25B	25Q	25U	45B	46Q	52C	62B	63Y	89B	92F	92W	96B						
MD	5/24/06	11C	13D	13F	13S	15P	15Q	15U	19D	25B	25L	25S	25U	52D	63J	74D	89B	92F	92W	94F	96B						
ME	5/24/06	02A	15B	15T	21E	21F	21J	21K	21R	21T	21V	21W	25U	42A	42L	52D	62B	63J	63W	74D	92F						
MI	5/24/06	21E	21R	21K	21W	92F	62B	52D	21C	13E	13P	13M	25B	94E	15U	21J	19D	92S	25U	11C	15T						
MN	5/24/06	19K	19D	21E	25U	74D	92F	63M	96B	13D	92W	25S	96D	89B	21U	63J	35E	15Q	63A	15Q	13F						
MO	5/24/06	13M	13P	21C	21E	21J	21K	21W	25S	25U	52C	52D	62B	63J	74D	91S	92F	92S	92W	96B	96H						
MS	5/24/06	13D	13F	96H	14J	14S	15X	19D	97E	21J	21E	21W	25B	25U	25F	62B	63J	74D	92F	92W	96B						
MT	5/24/06	19K	92F	21J	21E	15T	15N	15G	74D	13F	63M	63A	31U	15B	15D	63H	68W	96B	25B	44B	21W						
NC	5/24/06	11B	19K	21B	21E	21J	21V	31B	52D	63A	63H	63J	63M	74D	88M	89B	91W	92F	92W	94E	94P						
ND	5/24/06	14S	14J	21C	92W	21T	25U	21V	92F	21R	21J	63J	21K	21W	52D	52C	62B	63H	21E	42L	25C						
NE	5/24/06	11C	13F	15F	15N	15P	15U	19D	21J	21K	21R	21W	25C	25U	42A	42L	52D	63J	74D	88N	92F						
NH	5/24/06	11C	13D	15T	21K	21R	25B	25F	25U	31C	35H	42A	44B	46R	52C	63J	74D	92F	96B	02A							
NJ	5/24/06	92W	13F	74D	92F	11C	25F	52D	63J	94A	89B	35A	15T	62B	25B	94E	13D	21J	21K	21R	21W						
NM	5/24/06	11C	21E	92F	25U	13F	21J	94F	92W	96B	74D	94E	63J	52D	62B	25B	94A	25Q	44B	52C	15T						
NV	5/24/06	19K	25U	25C	92F	63H	21R	21K	21J	21V	52D	52C	11C	15B	15D	15F	15P	15T	15U	19D	44C						
NY	5/24/06	25U	92F	19D	21E	21W	11C	52D	15U	94F	25Q	13F	25F	96B	62B	15T	74D	25L	15P	63J	44E						
OH	5/24/06	74D	62B	14S	92F	19K	21W	25U	21C	63H	21E	52D	14J	21K	21J	13F	25B	63J	25Q	11C	13D						
OK	5/24/06	13M	21W	13P	21E	21J	92F	94F	63J	13F	52D	13C	19D	94P	15V	21G	21K	21T	44E	52C	94E						
OR	5/24/06	25U	11C	13F	63J	92F	25B	21E	19D	63H	94E	94F	13D	19K	74D	21K	25Q	42A	45B	52D	96B						
PA	5/24/06	11C	13F	15Q	19D	19K	25B	25C	25Q	35T	42A	45B	52D	74D	89B	92F	35F	35K	96R	35N	35P						
PR	5/24/06	11C	21F	21J	52D	92F	21E	21D	13F	19D	14M	92W	92A	13E	54D	27D	25U	74D	25C	52C	89B						
RI	5/24/06	13D	92F	13W	52D	96B	15F	25U	42R	21E	35F	35E	21F	63J	45B	62B	52C	44B	13S	15M	25F						
SC	5/24/06	25Q	25F	14S	19K	21E	21J	92F	74D	52D	25L	35E	15R	13D	13M	14J	13P	15X	13F	15T	96B						
SD	5/24/06	13M	13P	25U	27M	15F	15T	21E	25L	21J	21K	42A	52C	52D	62B	63H	63J	21C	21K	92F	21T						
TN	5/24/06	13D	13F	13M	13P	15J	15S	19D	19K	21E	21K	21R	21W	25B	25L	25U	52D	62B	63A	63M	92F						
TX	5/24/06	11C	13C	13E	13F	15Q	15T	15V	21E	25C	25F	25Q	31D	31E	52C	52D	63D	92F	94E	96B	96R						
UT	5/24/06	13D	15P	15R	15T	18D	18E	21E	21J	21K	25U	42L	45K	52D	62B	63D	74D	89B	92F	97E	98G						
VA	5/24/06	11C	13F	21C	21E	21J	21F	62B	63S	63H	52C	19D	25U	35E	35N	35M	45K	63J	63T	74D	96U						
VI	5/24/06	92W	52D	46Q	46R	42R	21W	21R	44E	25U	74D	21T	91E	25B	31U	21J	63J										
VT	5/24/06	11C	92F	13D	13E	19D	13F	25U	62B	25L	21E	89B	52D	45G	63J	13C	74D	21J	25C	46R	19K						
WA	5/24/06	21B	96B	15U	98C	25B	15P	63B	92F	15T	46R	13B	15N	92A	13F	25U	92W	63M	13R	63H	52C						
WI	5/24/06	11C	13D	13F	13M	13P	19D	21E	21J	25C	25U	52D	62B	63D	63H	63J	74D	92F	94E	94F	96R						
WV	5/24/06	11C	15B	15D	15T	15V	19D	21F	21J	21K</																	

OFFICER CRITICAL SKILL AOC FOR ARNG SRIP 06-06 (pg 1 of 2)				
AS OF 26 MAY 2006				
MOS	Duty Skill Description	AUTH	ASGN	PCTFIL
11A	Infantry	2916	2437	83.6
13A	Field Artillery	3466	2004	57.8
14A	Air Defense Artillery, General	171	137	80.1
14B	Short Range Air Defense (SHORAD) Artillery	339	193	56.9
15B	Aviation Combined Arms Operations	1071	881	82.3
15C	Aviation All-Source Intelligence	61	42	68.9
15D	Aviation Logistics	300	225	75.0
18A	Special Forces	313	260	83.1
19A	Armor, General	156	135	86.5
19B	Armor	777	638	82.1
19C	Cavalry	518	373	72.0
21A	Engineer, General	142	112	78.9
21B	Combat Engineer	2251	1797	79.8
21D	Facilities/Contract Construction Management Eng.	210	172	81.9
24A	Telecommunications Systems Engineers	20	11	55.0
24B	Data Systems Engineer	7	6	85.7
25A	Signal, General	1412	1127	79.8
27A	Judge Advocate General	723	638	88.2
30A	Information Operations Officer	220	147	66.8
31A	Military Police	1137	953	83.8
34A	Strategic Intelligence Officer	2	1	50.0
35B	Strategic Intelligence (RC)	15	12	80.0
35C	Imagery Intelligence (IMINT)	12	7	58.3
35D	All Source Intelligence	1512	1227	81.2
35F	Human Intelligence (HUMINT)	8	1	12.5
35G	Signal Intelligence/Electronic Warfare (SIGINT/EW)	96	47	49.0
38A	Civil Affairs, General	15	5	33.3
39A	Psychological Operations or Civil Affairs, General	5	2	40.0
39B	Psychological Operations	12	7	58.3
39C	Civil Affairs	65	55	84.6
40A	Space Operations	20	15	75.0
43A	Human Resources Management Officer	943	777	82.4
45A	Comptroller	126	82	65.1
46A	Public Affairs, General	350	258	73.7
49A	Operation Research/Systems Analysis	10	6	60.0
50A	Force Development	59	34	57.6
51C	Contract and Industrial Management	86	50	58.1
51Z	Acquisitions	3	1	33.3
52B	Nuclear Research and Operations	1	0	0.0
53A	Information Systems Management	376	228	60.6
56A	Command and Unit Chaplain	861	462	53.7
57A	Simulations Operations Officer	83	50	60.2
59A	Strategic Plans and Policy	379	291	76.8
70B	Health Services Administration	401	332	82.8
70H	Health Services Plans, Ops, Intel, Security and Trng	217	140	64.5
70K	Health Services Material	139	95	68.3
72D	Environmental Science	47	24	51.1
72E	Environmental Engineer	8	4	50.0
74A	Chemical, General	271	149	55.0

Enclosure 2

OFFICER CRITICAL SKILL AOC FOR ARNG SRIP 06-06 (pg 2 of 2)				
AS OF 26 MAY 2006				
74B	Chemical Operations and Training	680	319	46.9
74C	Chemical Munitions and Material Management	7	2	28.6
88A	Transportation, General	266	151	56.8
88B	Traffic Management	107	73	68.2
88C	Marine and Terminal Operations	13	10	76.9
88D	Motor/Rail Transportation	678	446	65.8
90A	Logistics	1337	1193	89.2
91A	Ordnance, General	976	491	50.3
91D	Munitions Material Management	29	24	82.8
92A	Quartermaster, General	945	676	71.5
92D	Aerial Delivery and Material	19	9	47.4
92F	Petroleum and Water	313	202	64.5

WARRANT OFFICER CRITICAL SKILL AOC FOR ARNG SRIP 06-06
AS OF 26 MAY 2006

MOS	Duty Skill Description	AUTH	ASGN	PCTFIL
140E	Patriot Systems Technician	4	0	0.0
352R	Emanations Analysis Technician	5	0	0.0
353T	IEW Systems Maintenance Tech	14	0	0.0
670A	Health Services Maintenance Technician	1	0	0.0
923A	Petroleum Systems Technician	3	0	0.0
350G	Imagery Intelligence Technician	12	1	8.3
350K	Unmanned Aerial Vehicle Operations Tech	26	4	15.4
921A	Airdrop Systems Tech	11	2	18.2
254A	Signal Systems Support Tech	92	18	19.6
351M	Human Intelligence Collection Tech	117	23	19.7
882A	Mobility Officer	72	17	23.6
311A	CID Special Agent	76	18	23.7
131A	Field Artillery Targeting Technician	301	121	40.2
140A	Command and Control Systems Tech	44	12	27.3
151A	Aviation Maintenance Technician	173	134	77.5
152B	OH-58A/C Scout Pilot	317	258	81.4
152D	OH-58D Scout Pilot	61	41	67.2
152F	AH-64A Attack Pilot	479	330	68.9
153A	Rotary Wing Aviator	210	179	85.2
153D	UH-60 Pilot	1703	1382	81.2
154C	CH-47D Pilot	378	274	72.5
155E	C-12 Pilot	262	235	89.7
180A	Special Forces Warrant Officer	133	43	32.3
210A	Utilities Operation and Maintenance Tech	92	54	58.7
215D	Terrain Analysis Technician	13	5	38.5
250N	Network Management Technician	169	75	44.4
251A	Information Systems Technician	354	239	67.5
270A	Legal Administrator	49	28	57.1
350F	All Source Intelligence Technician	100	25	25.0
351L	Counterintelligence Technician	97	29	29.9
352N	Traffic Analysis Technician	21	6	28.6
352P	Voice Intercept Technician	18	13	72.2
420A	Military Personnel Technician	690	586	84.9
420C	Bandmaster	51	43	84.3
880A	Marine Deck Officer	5	2	40.0
881A	Marine Engineer Officer	3	1	33.3
890A	Ammunition Technician	59	16	27.1
913A	Armament Repair Technician	81	34	42.0
914A	Allied Trades Technician	99	42	42.4
915A	Unit Maintenance Officer	589	339	57.6
915E	Senior Automotive Maintenance Officer	534	411	77.0
919A	Engineer Equipment Repair Technician	232	133	57.3
920A	Property Accounting Technician	645	375	58.1
920B	Supply Systems Technician	414	210	50.7
922A	Food Service Technician	195	74	37.9
948B	Electronic Systems Maint. Warrant Off.	156	94	60.3
948D	Electronics-Missile Maint. Warrant Off.	91	35	38.5
948E	Senior Electronics Maint. Warrant Off.	43	36	83.7